NEURODIVERSITY
COACHING ACADEMY

Referring Responsibly

Reflection questions

- Can I maintain a coaching presence with this client?
- Can I recognize subtle signs of dysregulation in them?
- Can I see this client as creative, resourceful, and whole versus broken?
- Am I challenging myself to see their world through their eyes?
- Do I know enough about different neurotypes and the lived experience of being neurodivergent to validate their experience?

Signs you might need to refer

- Your reflections consistently don't match the client's
- You can't follow the client's train of thought
- You can't hold their agenda
- You feel like you just don't get the client
- You see them as broken
- You get sucked into their point of view
- You're not able to stay regulated